



Department of Defense



National Security Personnel System

NSPS Training Briefing

December 1, 2005

- **Foster a culture that:**
 - **Focuses on results**
 - **Values performance**
 - **Rewards contributions**
 - **Promotes excellence**
- **Educate employees**
- **Teach skills and behaviors**
- **Gain support and confidence**
- **Fulfill requirements of 5USC 9902**

Adopt, apply, and practice new behaviors and skills

- **Streamline content for each audience**
- **Reduce training time and enhance learning**
- **Package content to make it re-usable across multiple audiences**
- **Use classroom time to emphasize critical points**
- **Develop job aids to support learning transference**
- **Promote consistency of messages**

NSPS PEO & CPMS

- **Design, develop and standardize functional training materials**
- **Train initial trainer cadre**
- **Monitor activities**
- **Track fulfillment**

Components

- **Provide change management training**
- **Select trainers**
- **Implement functional training**
- **Provide ongoing training**

- **Modularized training content**
- **Dual focused on the behavioral & technical aspects of NSPS**
- **Integrated with ongoing communication & leadership initiatives**
- **Incorporating a variety of delivery methods**
- **Supporting diverse learning styles and environments**
 - **Web-based**
 - **Classroom**
 - **Video**
 - **On-the-job support tools**
 - **Supplemental training aids**

Primary

- Senior leadership
- Supervisors and managers
- Employees
- Human resource practitioners

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- Military supervisors
- Pay pool managers

- **Practitioner Courses**
 - **Human Resources Elements**
- **Manager/Supervisor Courses**
 - **HR Elements**
 - **Performance Management**
 - **Pay Pool Management**
- **Employee Courses**
 - **HR Elements**
 - **Performance Management**



- **Web-based NSPS Fundamentals**
- **Senior Leaders' Forum**
- **Brochures**
 - **Communicating with Your Staff**
 - **Role of the HR Practitioner**
 - **Communicating with Your Supervisor**
 - **Helping Organizations Thrive Under NSPS**
 - **Focus on Performance for Managers**
 - **Focus on Performance for Employees**
- **Hand-outs**
 - **NSPS: A Roadmap for Leading Change**
 - **7 Ways for Supervisors to Get Ready for NSPS**
 - **6 Ways for Employees to Get Ready for NSPS**
- **Video**

- **Brochure: Understanding the NSPS Basics – an Overview**
- **Informal Session: Preparing for NSPS**
- **Web-based NSPS 101**
- **Video**

- **Courses sequenced from design through implementation**
 - Pilot
 - Train-the-trainer (T3)
 - Deployment
- **Content rolled out in structured format**
- **Ensure HR advisory support network is in place prior to beginning workforce training**
- **Use of automated support tools**
- **Process repeated for each Spiral**
- **Quality control features at each stage**

Audience	Population Size	Training Hours Per Participant	Total Training Hours
Managers & Supervisors	6537	26	169,962
Employees	58833	14	823,662
HR Practitioners*	(3,500)	25 – 40	87,500 – 140,000
Sr. Leaders	(500)	6	3,000
TOTAL	65,370	71 - 86	1,084,124 – 1,136,624

*Includes ER and LR Practitioners

HR Practitioners and Sr. Leaders are subsets of the total population

- **Pay Pool Managers Course – Nov 05**
- **T3 Training at Southbridge – Dec 05 – Feb 06**
- **Training Lessons Learned**
- **Spiral 2 Planning & Implementation – Spring 06**
 - Wage Grade
 - Overseas
- **Sustainment Issues – Ongoing**
 - Training & Retraining Needs Assessment
 - Transition planning for transfer of training function to CPMS
 - Training of military managers